



**RESOLUTION OF THE GOVERNING BODY OF THE
THREE AFFILIATED TRIBES OF THE
FORT BERTHOLD INDIAN RESERVATION**

A Resolution Entitled: "Fiscal Year 2012(TERO) Tribal Employment Rights Office Staff Wage Rate Increases"

- WHEREAS,** This Nation having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act and having adopted a Constitution and By-Laws pursuant to said Act; and
- WHEREAS,** The Constitution of the Three Affiliated Tribe generally authorizes and empowers the Tribal Business Council to engage in activities on behalf of and in the interest of the welfare and benefit of the Tribes and of the enrolled members thereof; and
- WHEREAS,** Article III of the Constitution of the Three Affiliated Tribes provides that the Tribal Business Council is the governing body of the Tribes; and
- WHEREAS,** The (TERO) Tribal Employment Rights Office of the Three Affiliated Tribes a Tribal Program duly operating within a self-sufficient revenue funded base and a sound budgeting system; having received \$8,000,000 thus far in FY 2012 and received \$21,000,000 in FY's 2011, 2010, 2009 in TERO Fees and Licenses with an anticipated additional \$2,000,000 more for the remaining FY 2012 bringing a total receipt of over \$30,000,000 for the last four FY's respectively; and
- WHEREAS,** The (TERO) Tribal Employment Rights Office Staff of the Three Affiliated Tribes have not received a wage increase within the last six (6) Fiscal Years while duly employed within the TERO Office; and
- WHEREAS,** The TERO Staff are diligently and professionally performing their duties and responsibilities which have increased dramatically with the Oil & Gas Development within the Bakken Shale, Three Forks & Bird Bear Formations and the subsequent need for professional and effective enforcement of Indian Preference in Employment and Contracting for benefit of all the duly enrolled membership of the Three Affiliated Tribes within the Fort Berthold Reservation; and
- WHEREAS,** The TERO Staff are experiencing a dramatic increase in Traffic Count per the North Dakota Department Transportation of 11,000 (eleven-thousand) motor vehicles per day passing through North Dakota Highway No. 23 which runs west to east boundaries alone; of which 2,200 (two-thousand and two hundred) are eighteen wheel (trucks) hauling crude, water, gravel, scoria, water and drilling rig iron through the Fort Berthold Indian Reservation home of the Three Affiliated Tribes; the Mandan, Hidatsa and Arikara; and



WHEREAS, The TERO Director of the Tribal Employment Rights Office duly routed the FY 2012 TERO Staff Wage Rate Increases to Human Resources Department and the job descriptions and pay increases have been reviewed and concurred for the presentation for the Tribal Business Council formal action; and

WHEREAS, The TERO Director of the Tribal Employment Rights Office duly presented the FY 2012 TERO Staff Wage Rate Increases to TERO Commission on April 10, 2012 at a formal TERO Commission Meeting and the pay increases have been concurred for approval and forwarded for presentation to the Tribal Business Council for formal approval; and

WHEREAS, The TERO Director of the Tribal Employment Rights Office and TERO Commission of the Three Affiliated Tribes hereby recommend and request the formal approval of the following salary increases as determined below:

<u>Employee</u>	<u>New Rate</u>	<u>Old Rate</u>
Charles Foote, TERO Director	\$47.00 PH	\$45.00 PH
Dewey Hosie, Deputy Director	\$38.00 PH	\$27.98 PH
Johanna White Bear, Chief Licensing Officer	\$30.00 PH	\$24.63 PH
Todd Moquino, Chief Compliance Officer	\$30.00 PH	\$21.83 PH
Lloyd Johnson, Job Placement Officer	\$30.00 PH	\$21.82 PH
Clement Packineau, Job Training Officer	\$30.00 PH	\$21.17 PH
Vacant, Certification Specialist	\$25.00 PH	\$18.00 PH
Cornell Poitra, Compliance - Mandaree	\$25.00 PH	\$18.00 PH
Anthony Two Bears, Compliance - Parshall	\$25.00 PH	\$18.00 PH
Jeremiah Sage, Compliance – Twin Buttes	\$25.00 PH	\$18.00 PH
Pamela Williams, Accountant II	\$25.00 PH	\$18.00 PH
Theodore Everett, Compliance – White Shield	\$25.00 PH	\$18.00 PH
Marcus D. Levings – Accountant I	\$41.13 PH	\$35.00 PH

NOW, THEREFORE BE IT RESOLVED, That TERO of the Three Affiliated Tribes hereby submits this Tribal Business Council Resolution for formal approval of wage rate increases for Fiscal Year 2012 Annual General Fund Budget in the amount of \$86,467.33; and

BE IT FINALLY RESOLVED, The Tribal Business Council of the Three Affiliated Tribes hereby duly approves the FY 2012 - (TERO) Tribal Employments Rights Office Staff wage rate increases as presented within this Tribal Business Council Resolution.

(The remainder of this page is intentionally left blank)




CERTIFICATION

I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Indian Reservation hereby certify that the tribal Business Council is composed of seven (7) members of whom five (5) constitute a quorum, 5 were present at a Regular Meeting thereof duly called, noticed, convened and held on the 14th day of June, 2012, that the foregoing Resolution was duly adopted at such meeting by the affirmative vote of 5 members, 0 members opposed, 0 members abstained, 0 members not voting, and that said Resolution has not been rescinded or amended in any way.

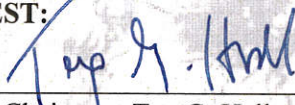
Chairman [] Voting. [] Not Voting.

Dated this 14th day of June, 2012.



Tribal Secretary V. Judy Brugh
Tribal Business Council
Three Affiliated Tribes

ATTEST:



Tribal Chairman, Tex G. Hall
Tribal Business Council
Three Affiliated Tribes